2025
SALARY SCHEDULE REPORT
TROOPER - COMMUNICATIONS

Colonel Michael A. Turner

EXECUTIVE SUMMARY

The Missouri State Highway Patrol presents the 2025 Salary Schedule Report to the Governor, Speaker of the House of Representatives, and the President Pro Tem of the Senate. The annual report compares the salaries of police officers of the three largest law enforcement agencies in Missouri (St. Louis County Police Department, St. Louis Metropolitan Police Department, and Kansas City Police Department), as well as a comparison of the salaries of police officers located in the surrounding states: the Iowa State Patrol, the Nebraska State Patrol, the Illinois State Police, the Kentucky State Police, the Tennessee Highway Patrol, the Arkansas State Police, Oklahoma Highway Patrol, and the Kansas Highway Patrol, to Patrol salaries and is submitted pursuant to Section 43.080 RSMo. The report details the key findings, the methodology utilized for the study, and related salary information.

The key findings include:

- The longevity pay structures for Patrol members and communications were compressed from 15 years to 12 years, with the pay steps from 13 to 15 years re-dispersed within the pay structure on February 1, 2025.
- Due to the high number of vacancies and in an effort to maximize employee retention, the Patrol implemented a temporary longevity pay adjustment on February 1, 2025, for all members and communications personnel who have reached the following years of service benchmarks in their current salary grid:

  15 years = $200 per pay period
  20 years = $350 per pay period
  25 years = $450 per pay period
  30 years = $500 per pay period

  The Patrol has committed to the temporary pay adjustment for at least three years. In Fiscal Year 2027, the temporary pay adjustment will be evaluated. If it is decided the adjustment is no longer needed or not financially sustainable, the temporary pay increase will be reduced in the third year and discontinued thereafter.
- A 6.8 % and 1% General Structure Adjustment (GSA) was given to members, and a 1% GSA was given to communications personnel, on July 1, 2025.
- The annual starting salary for a Recruit is $66,432.00. The Patrol continues to offer accelerated academy recruit classes with an associated starting salary added to the current member pay grid of $67,488.00 annually.
- The FY2025 turnover rate for Patrol members is 4.86% and communications personnel is 15.49%.

- Compared to the law enforcement agencies surveyed in this report, as of July 1, 2025:
    - The average salaries of Patrol members are currently 10.06% ahead of the comparable agencies.
    - The entry-level salary for a Patrol member is 17.06% ahead, which is an increase from FY2024 at 13.39% ahead.
    - Upon achieving the rank of Trooper, the average salary is 1.69% below comparable agency average salaries, with the ranks of Sergeant, Lieutenant, Captain, and Major ranging between 10.23% and 18.65% ahead the average salaries.
    - The average salary of a Patrol Communications Operator is 18.55% ahead of comparable agencies.
    - The Communications Technician is 20.78% ahead.

To ensure a continued positive parity status, priority should continue to be given in the examination and maintenance of these market salaries and the associated pay relationships.

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INTRODUCTION

The Missouri State Highway Patrol is the 10th state agency to attain accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) and has been accredited since 1992. The Patrol was awarded advanced accreditation on November 11, 2023, marking the tenth time the Patrol has successfully undergone a review and been approved for accreditation.

As a full-service police agency, the Patrol comprises 7.64% of the full-time law enforcement officers in Missouri. With the passage and signing of Senate Bill 468 in the 2003 legislative session and HB 1065 during the 2025 legislative session, the General Assembly and the Governor recognized the three largest law enforcement agencies in the state of Missouri, as well as the salaries of police officers located in the surrounding states: the Iowa State Patrol, the Nebraska State Patrol, the Illinois State Police, the Kentucky State Police, the Tennessee Highway Patrol, the Arkansas State Police, Oklahoma Highway Patrol, and the Kansas Highway Patrol, as being representative of the "market" rate for Patrol salaries. This legislation also requires the superintendent to submit a salary schedule report each year. This report, which provides a comparative market analysis of Patrol salaries, is being submitted pursuant to the provisions of Section 43.080 RSMo.

The men and women of this agency provide full police services to the citizens of the great state of Missouri. To continue providing the level of service expected, the Patrol must attract and retain a diverse and qualified workforce. Competitive compensation is a critical factor in retaining quality personnel and services.

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METHODOLOGY

To fulfill the requirements of Section 43.080 RSMo., the three largest law enforcement agencies in the state of Missouri, as well as Iowa State Patrol, the Nebraska State Patrol, the Illinois State Police, the Kentucky State Police, the Tennessee Highway Patrol, the Arkansas State Police, the Oklahoma Highway Patrol, and the Kansas Highway Patrol, were surveyed. The Patrol's Human Resources Division sent survey questionnaires, using excerpts from job descriptions of the positions surveyed, to comparable law enforcement agencies. Each responding agency was asked to match the member and communications personnel position descriptions provided with comparable positions within their agency, and to provide the actual average salaries and salary ranges for the position titles.

The agencies provided salary information for each rank, including the length of time to reach maximum salary in each range. The salaries for each agency rank were averaged to determine a parity salary. A limited sampling from the St. Louis County Police Department was obtained (Trooper and Sergeant equivalent), and data from the 2024 Salary Schedule Report was utilized to supplement the remaining ranks in the 2025 report. A limited response was received from the Iowa State Patrol (only recruit average salary); however, their public online salary database was utilized to aggregate estimated numbers for the remaining ranks. The Illinois State Police and the Oklahoma Highway Patrol average salaries represent the midpoint of their reported ranges. The parity of all responding surveyed agency salaries was then compared to Patrol salaries for each rank, and the overall average was used as a parity comparison. Because nine of the eleven other reporting agencies had "No Match" for the Corporal position, it is shown but not utilized in parity calculations.

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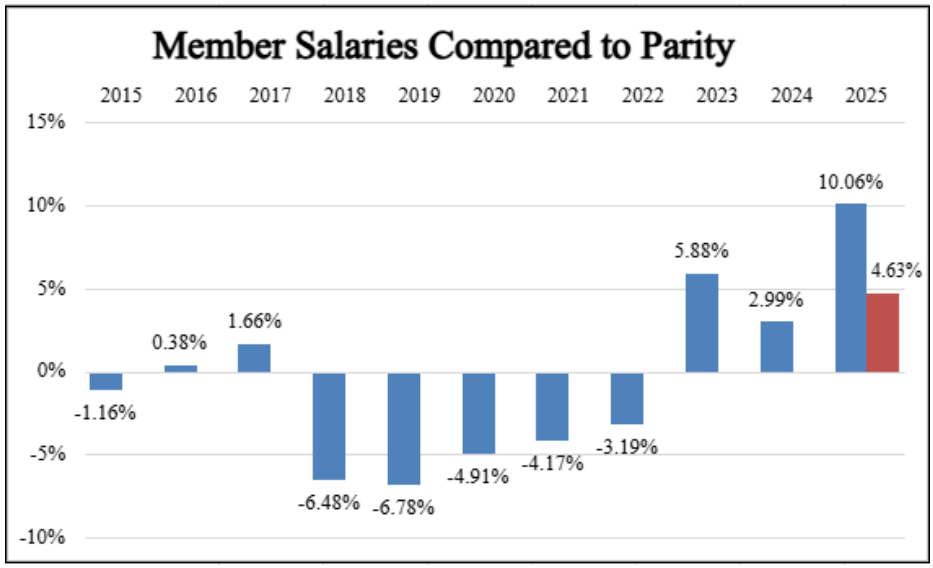
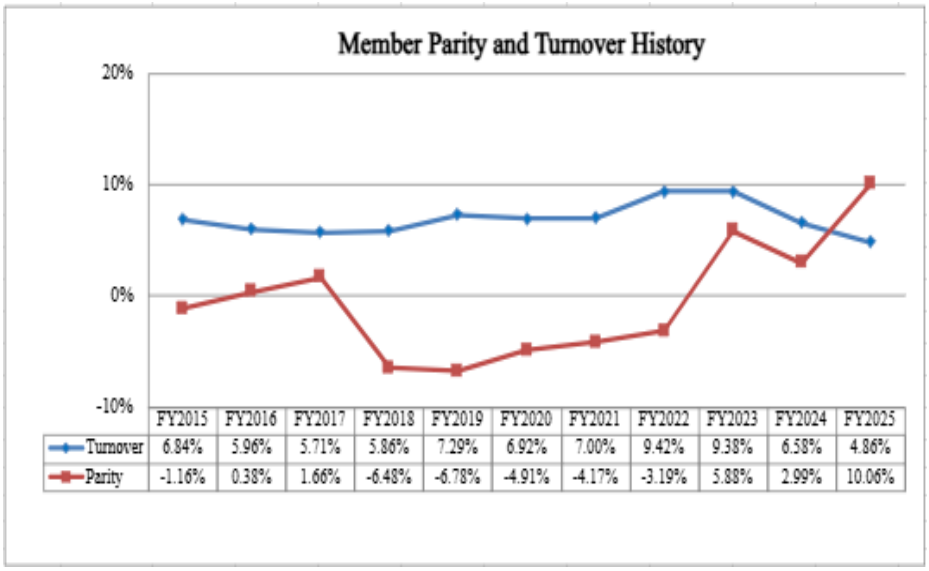
FINDINGS - MEMBERS

The survey revealed that in July 2025, Patrol members are 10.06% ahead of the overall actual average salaries of the law enforcement agencies compared. If adjusted to exclude the temporary longevity pay adjustment, Patrol members are 4.63% ahead of the overall actual average salaries. This is illustrated in the chart below.



Between 2004 and 2008, the grid was compressed at each rank to more quickly bring salaries into parity. To further address pay parity, the pay structure was compressed again, from 15 years to 12, on February 1, 2025, to further assist in achieving better parity for our members and communications staff.

The FY2025 Patrol member turnover rate is 4.86%, which is lower than the previous 10-year average of 6.89%. Salary is a consistent factor impacting the turnover rate; however, the impact of the current environment surrounding law enforcement careers must also be taken into consideration.



	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Turnover	6.84%	5.96%	5.71%	5.86%	7.29%	6.92%	7.00%	9.42%	9.38%	6.58%	4.86%
Parity	-1.16%	0.38%	1.66%	-6.48%	-6.78%	-4.91%	-4.17%	-3.19%	5.88%	2.99%	10.06%

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The tables below illustrate the July 2025 actual average salaries of Patrol members in reference to their statutory counterparts. Salary information for the Missouri State Highway Patrol without the temporary longevity pay is included in the tables, but not utilized in parity calculations.

Member Actual Average Annual Salaries

2025 ▪ Actual Average Salaries ▪ In State Agencies ▪ Members									
	Recruit	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ST. LOUIS COUNTY	$40,165	$77,176	No Match	$97,113	$106,496	$118,186	$129,147	Not Provided	Not Provided
ST. LOUIS METRO	$52,536	$74,860	No Match	$93,501	$101,361	$110,582	$126,353	No Match	$175,161
KANSAS CITY	$65,004	$82,920	No Match	$114,996	No Match	$135,006	$155,004	$180,000	$255,000
MISSOURI STATE HIGHWAY PATROL W/ LP	$66,432	$81,370	$105,124	$119,187	$144,101	$155,888	$169,296	$179,208	$207,648
MISSOURI STATE HIGHWAY PATROL W/O LP	$66,432	$80,602	$101,295	$110,591	$134,814	$145,488	$159,096	$167,208	$196,848
Comparability	26.37%	3.90%	--	17.00%	38.65%	28.56%	23.72%	-0.44%	-3.46%
	Recruit - Sergeant Comparability			15.76%	Lieutenant - Colonel Comparability				17.41%

In-State Agencies Comparability: **16.79%**

2025 ▪ Actual Average Salaries ▪ Surrounding State Agencies ▪ Members									
	Recruit	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ARKANSAS STATE POLICE	$67,675	$71,067	$85,660	$101,683	$113,189	$126,806	$139,339	$153,791	Not Available
ILLINOIS STATE POLICE	$51,480	$120,996	No Match	$139,110	$168,174	$179,922	No Match	$211,700	$214,400
IOWA STATE PATROL	$49,400	$88,613	No Match	$108,418	$122,428	$132,433	$146,369	No Match	$168,900
KANSAS HIGHWAY PATROL	$61,839	$68,183	$78,936	No Match	$103,335	$122,762	$150,135	Not Provided	Not Provided
KENTUCKY STATE POLICE	$50,943	$75,312	No Match	$91,979	$107,440	$122,582	$143,796	$159,314	$181,220
NEBRASKA STATE PATROL	$57,153	$84,846	No Match	$107,116	$149,515	$161,279	$179,317	Not Provided	$203,008
OKLAHOMA HIGHWAY PATROL	$59,317	$79,717	No Match	No Match	$103,099	$113,113	$125,194	$135,947	$171,696
TENNESSEE HIGHWAY PATROL	$68,724	$86,745	No Match	$119,254	$139,512	$161,043	$181,824	$206,828	$238,380
MISSOURI STATE HIGHWAY PATROL W/ LP	$66,432	$81,370	$105,124	$119,187	$144,101	$155,888	$169,296	$179,208	$207,648
MISSOURI STATE HIGHWAY PATROL W/O LP	$66,432	$80,602	$101,295	$110,591	$134,814	$145,488	$159,096	$167,208	$196,848
Comparability	13.92%	-3.63%	27.74%	7.12%	14.51%	11.35%	11.17%	3.28%	5.80%
	Recruit - Sergeant Comparability			5.80%	Lieutenant - Colonel Comparability				9.22%

Surrounding State Agencies Comparability: **7.94%**

2025 ▪ Actual Average Salaries ▪ In State and Surrounding State Agencies ▪ Members									
Overall Comparability (All Agencies)	Recruit	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
	17.06%	-1.69%	27.74%	10.23%	18.65%	15.57%	14.66%	2.64%	3.32%
	Recruit - Sergeant Comparability			8.53%	Lieutenant - Colonel Comparability				10.97%

In State and Surrounding States Overall Comparability: 10.06%

"**No Match**" indicates that the reporting agency indicated they do not have a matching classification.
"**Not Provided**" indicates a response was not provided within the survey received.
"LP" indicates Temporary Longevity Pay

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The tables below illustrate the July 2025 minimum salaries of Patrol members in reference to their statutory counterparts.

Member Minimum Annual Salaries

2025 ▪ Minimum Salaries ▪ In State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ST. LOUIS COUNTY	$57,616	No Match	$79,664	$101,296	$113,672	$126,048	Not Provided	Not Provided
ST. LOUIS METRO	$58,474	No Match	$77,480	$102,752	$113,568	$116,428	No Match	$175,161
KANSAS CITY	$68,928	No Match	$109,992	No Match	$130,008	$150,000	$180,000	$80,211
MISSOURI STATE HIGHWAY PATROL	$73,824	$85,776	$92,472	$135,096	$145,488	$159,096	$167,208	$196,848
Comparability	19.70%	--	3.85%	32.42%	22.17%	21.61%	-7.11%	54.17%
	Trooper - Sergeant Comparability		11.78%	Lieutenant - Colonel Comparability				24.65%

In-State Agencies Comparability: **20.97%**

2025 ▪ Minimum Salaries ▪ Surrounding State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ARKANSAS STATE POLICE	$67,675	$81,887	$90,076	$99,084	$108,992	$119,891	$131,880	$141,125
ILLINOIS STATE POLICE	$87,756	No Match	$106,944	$139,284	$149,016	No Match	Not Provided	Not Provided
IOWA STATE PATROL	$54,448	No Match	$75,795	$79,602	$93,642	$102,814	No Match	$118,414
KANSAS HIGHWAY PATROL	$68,183	$78,936	No Match	$103,335	$122,762	$150,034	$160,506	Not Provided
KENTUCKY STATE POLICE	$63,270	No Match	$78,102	$87,740	$96,514	Not Provided	Not Provided	Set by Governor
NEBRASKA STATE PATROL	$67,496	No Match	$82,805	$88,392	$102,149	$118,036	$109,124	Not Provided
OKLAHOMA HIGHWAY PATROL	$64,239	No Match	No Match	$101,899	$111,913	$122,929	$135,047	$170,796
TENNESSEE HIGHWAY PATROL	$68,724	No Match	$80,112	$93,084	$106,740	$122,352	$138,720	$160,404
MISSOURI STATE HIGHWAY PATROL	$73,824	$85,776	$92,472	$135,096	$145,488	$159,096	$167,208	$196,848
Comparability	9.01%	6.67%	7.98%	36.39%	30.52%	29.69%	23.81%	33.29%
	Trooper - Sergeant Comparability		8.49%	Lieutenant - Colonel Comparability				30.74%

Surrounding State Agencies Comparability: **24.38%**

2025 ▪ Minimum Salaries ▪ In State and Surrounding State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
Overall Comparability (All Agencies)	11.73%	6.67%	6.57%	35.57%	28.13%	26.88%	17.30%	39.59%
	Trooper - Sergeant Comparability		9.15%	Lieutenant - Colonel Comparability				29.50%

In State and Surrounding States Overall Comparability: 23.68%

"**No Match**" indicates that the reporting agency indicated they do not have a matching classification.
"**Not Provided**" indicates a response was not provided within the survey received.

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The tables below illustrate the July 2025 maximum salaries of Patrol members in reference to their statutory counterparts. Salary information for the Missouri State Highway Patrol without the temporary longevity pay is included in the tables but not utilized in parity calculations.

Member Maximum Annual Salaries

2025 ▪ Maximum Salaries ▪ In State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ST. LOUIS COUNTY	$85,176	No Match	$99,632	$111,904	$120,744	$131,352	Not Provided	Not Provided
ST. LOUIS METRO	$91,897	No Match	$103,158	$111,930	$128,700	$128,700	No Match	$175,161
KANSAS CITY	$106,776	No Match	$120,000	No Match	$140,004	$160,008	$180,000	Set by Board
MISSOURI STATE HIGHWAY PATROL W/ LP	$110,448	$116,256	$122,904	$147,096	$157,488	$171,096	$179,208	$207,648
MISSOURI STATE HIGHWAY PATROL W/O LP	$98,448	$104,256	$110,904	$135,096	$145,488	$159,096	$167,208	$196,848
Comparability	16.73%	--	14.23%	31.43%	21.32%	22.19%	-0.44%	18.55%
	Trooper - Sergeant Comparability		15.48%	Lieutenant - Colonel Comparability				18.61%

In-State Agencies Comparability: **17.72%**

2025 ▪ Maximum Salaries ▪ Surrounding State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
ARKANSAS STATE POLICE	$100,159	$121,193	$133,312	$146,643	$161,307	$177,438	$195,182	$191,930
ILLINOIS STATE POLICE	$154,236	No Match	$171,276	$197,064	$210,828	No Match	Not Provided	Not Provided
IOWA STATE PATROL	$105,581	No Match	$116,709	$122,429	$133,245	$146,370	No Match	$168,418
KANSAS HIGHWAY PATROL	$69,781	$78,936	No Match	$103,335	$122,762	$150,034	Not Provided	Not Provided
KENTUCKY STATE POLICE	$102,295	No Match	$112,524	$136,154	$136,154	Not Provided	Not Provided	Set by Governor
NEBRASKA STATE PATROL	$102,440	No Match	$125,258	$132,576	$153,213	$177,054	$163,380	Not Provided
OKLAHOMA HIGHWAY PATROL	$95,195	No Match	No Match	$104,299	$114,313	$127,459	$136,847	$172,596
TENNESSEE HIGHWAY PATROL	$102,132	No Match	$119,052	$138,336	$158,628	$181,824	$206,148	$238,380
MISSOURI STATE HIGHWAY PATROL W/ LP	$110,448	$116,256	$122,904	$147,096	$157,488	$171,096	$179,208	$207,648
MISSOURI STATE HIGHWAY PATROL W/O LP	$98,448	$104,256	$110,904	$135,096	$145,488	$159,096	$167,208	$196,848
Comparability	6.22%	16.18%	-5.23%	8.88%	5.83%	6.92%	2.18%	7.68%
	Trooper - Sergeant Comparability		0.50%	Lieutenant - Colonel Comparability				6.30%

Surrounding State Agencies Comparability: **4.64%**

2025 ▪ Maximum Salaries ▪ In State and Surrounding State Agencies ▪ Members								
	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
Overall Comparability (All Agencies)	8.90%	16.18%	0.47%	12.75%	9.65%	11.57%	1.64%	9.69%
	Trooper - Sergeant Comparability		4.69%	Lieutenant - Colonel Comparability				9.06%

In State and Surrounding States Overall Comparability: 7.81%*

***Note: The comparability metric drops significantly to -0.69% without the temporary longevity pay, down from 7.81% with it included.**

"**No Match**" indicates that the reporting agency indicated they do not have a matching classification.
"**Not Provided**" indicates a response was not provided within the survey received.
"LP" indicates Temporary Longevity Pay

In comparison with the Patrol's rank of Trooper, all agencies with salary responses identified varying times to reach the maximum salary. The years to reach the max salary does not extend past 15 years for seven of the eleven surveyed agencies; however, there are two agencies with a years to max salary at 25 years and 29 years. Only two of the eleven agencies surveyed have a rank comparable to that of the Patrol's rank of Corporal. The Patrol's rank of Lieutenant Colonel had five agency responses out of the eleven surveyed. Given the Corporal rank continues to lack compatibility with most agencies surveyed, and the rank of Lieutenant Colonel was comparable to less than half of the agencies surveyed, future agency surveys will inquire about organizational and rank structure to afford a review of Patrol organizational and rank structure and its effectiveness.

As a profession, law enforcement continues to evolve. Societal expectations for professionalism, integrity, and competency remain high, as are the dangers posed to officer safety and lives. As such, it remains critical to attract, hire, and retain a diverse and qualified workforce. This task is proving difficult for most, if not all, law enforcement agencies, including the Missouri State Highway Patrol. The 123rd, 124th, and 125th Trooper Selection Processes were conducted in FY2025, for which a total of 1,713 applications were received for consideration. The 123rd Trooper Selection Process had 793 applicants and 53.68% participated in the selection process after initial application. The 124th Trooper Selection Process had 748 applicants and 36.24% participated in the selection process after initial application. The 125th Trooper Selection Process (Accelerated) had 172 applicants and 56.36% participated in the selection process after initial application. There has been a 92.68% increase in Trooper applicants since FY2024 (a total of 889 total applications received). When comparing FY2015 and FY2025, the number of Trooper applicants has decreased 33.91%, which demonstrates a positive trend upward in comparison to 2024 Salary Schedule Report findings identifying the FY2014 and FY2024 applicant comparison as a decrease of 57.97%.

As a statewide law enforcement agency providing service in all 114 counties, there are challenges specific to the Patrol. These include members being required to move their family and home for their initial assignment and/or promotions, transfers, etc. Competitive compensation is critical to the Patrol's ability to effectively recruit, select, and retain a diverse and qualified workforce for both members and communications personnel.

FINDINGS - COMMUNICATIONS PERSONNEL

Although the agencies provided responses for most communications operator positions, Patrol communications personnel perform technical duties unique to the Patrol and exact matches are difficult to obtain. It proves difficult to compare Patrol communications technician personnel to the three largest law enforcement agencies, as well as Iowa State Patrol, the Nebraska State Patrol, the Illinois State Police, the Kentucky State Police, the Tennessee Highway Patrol, the Arkansas State Police, the Oklahoma Highway Patrol, and the Kansas Highway Patrol, given the unique nature of Patrol communications technician personnel's job responsibilities and a lack of comparable data; however, data has been provided.

Patrol communications personnel are the only communications personnel in the state responsible for activation of the Emergency Alert System (EAS), to include Amber Alerts, Blue Alerts, Silver Alerts, and Endangered Person Advisories. Patrol communications personnel install communications equipment and other electronic equipment in all Patrol-owned vehicles. Communications personnel assist the Department of Public Safety with the ongoing maintenance and support of the Missouri Statewide Interoperability Network (MOSWIN) to improve communications among governmental entities. These examples underscore the important and unique role served by Patrol communications personnel, which proves difficult when comparing Patrol communications positions to the three largest law enforcement agencies, as well as Iowa State Patrol, the Nebraska State Patrol, the Illinois State Police, the Kentucky State Police, the Tennessee Highway Patrol, the Arkansas State Police, the Oklahoma Highway Patrol, and the Kansas Highway Patrol,

Due to the duties of a Patrol communications operator and communications technician being uniquely different, the average comparison provided is for each specific classification. The survey revealed Patrol communications operator personnel are 18.55% ahead and communications technicians are 20.78% ahead of the average salaries of the law enforcement agencies surveyed, which is trending positively compared to 0.21% behind and 14.97% ahead, respectively, in FY2024. As mentioned previously, priority should continue to be given in the examination and maintenance of these market salaries and the associated pay relationships.

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The tables below illustrate the July 2025 actual average salaries of Patrol communications personnel in reference to their statutory counterparts. Salary information for the Missouri State Highway Patrol without the temporary longevity pay adjustment is included in the tables but not utilized in parity calculations.

2025 Average Salaries - Communications Operator					
	Communications Operator	Assistant Chief Operator	Chief Operator	Section Chief	Director of Radio
ST. LOUIS COUNTY	$55,598	No Match	No Match	$96,678	--
ST. LOUIS METRO	$53,396	$68,276	Not Provided	Not Provided	Not Provided
KANSAS CITY	$74,484	$80,568	No Match	$94,272	No Match
ARKANSAS STATE POLICE	$47,672	$54,377	No Match	No Match	No Match
ILLINOIS STATE POLICE	No Match	No Match	No Match	$114,696	Not Provided
IOWA STATE PATROL	No Match	No Match	No Match	No Match	No Match
KANSAS HIGHWAY PATROL	$69,784	$73,273	$82,000	No Match	No Match
KENTUCKY STATE POLICE	No Match	No Match	No Match	No Match	No Match
NEBRASKA STATE PATROL	$49,281	$62,430	No Match	Not Provided	Not Provided
OKLAHOMA HIGHWAY PATROL	Not Provided	Not Provided	Not Provided	Not Provided	Not Provided
TENNESSEE HIGHWAY PATROL	$53,967	$72,567	$85,011	$101,036	$157,920
MISSOURI STATE HIGHWAY PATROL W/ LP	$71,063	$90,455	$102,162	$119,960	$153,888
MISSOURI STATE HIGHWAY PATROL W/O LP	$69,614	$86,092	$95,616	$113,160	$145,488
Comparability	**23.07%**	**31.89%**	**22.34%**	**17.99%**	**-2.55%**
Overall Comparability:					**18.55%**

"**No Match**" indicates that the reporting agency indicated they do not have a matching classification.
"**Not Provided**" indicates a response was not provided within the survey received.
"LP" indicates Temporary Longevity

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2025 Average Salaries - Communications Technician					
	Communications Technician	Assistant Chief Technician	Chief Technician	Section Chief	Director of Radio
ST. LOUIS COUNTY	No Match	No Match	Not Provided	$96,678	--
ST. LOUIS METRO	Not Provided	Not Provided	Not Provided	Not Provided	Not Provided
KANSAS CITY	$54,408	$68,856	$74,484	$94,272	No Match
ARKANSAS STATE POLICE	$52,137	$59,303	$54,924	No Match	No Match
ILLINOIS STATE POLICE	$70,524	Not Provided	No Match	$114,696	Not Provided
IOWA STATE PATROL	No Match	No Match	No Match	No Match	No Match
KANSAS HIGHWAY PATROL	No Match	No Match	No Match	No Match	No Match
KENTUCKY STATE POLICE	No Match	No Match	No Match	No Match	No Match
NEBRASKA STATE PATROL	$37,218	$48,987	$53,842	Not Provided	Not Provided
OKLAHOMA HIGHWAY PATROL	Not Provided	Not Provided	Not Provided	Not Provided	Not Provided
TENNESSEE HIGHWAY PATROL	$57,230	$68,392	$74,589	$101,036	$157,920
MISSOURI STATE HIGHWAY PATROL W/ LP	$62,328	$73,632	$99,096	$119,960	$153,888
MISSOURI STATE HIGHWAY PATROL W/O LP	$62,238	$73,632	$94,182	$113,160	$145,488
Comparability	**14.78%**	**19.95%**	**53.73%**	**17.99%**	**-2.55%**
				Overall Comparability	**20.78%**

"**No Match**" indicates that the reporting agency indicated they do not have a matching classification.
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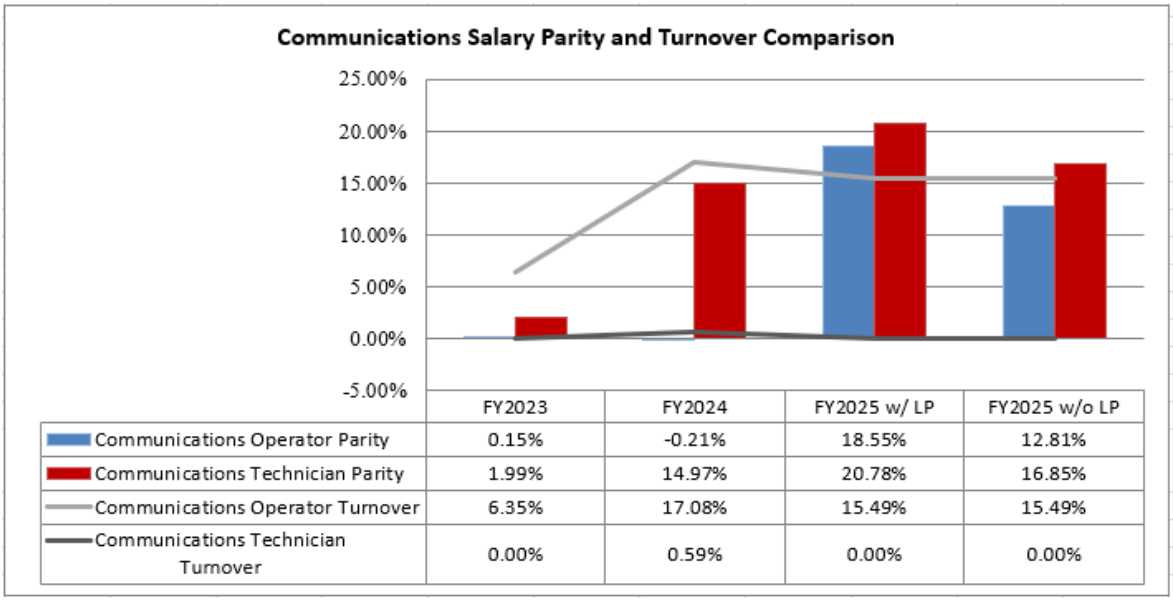
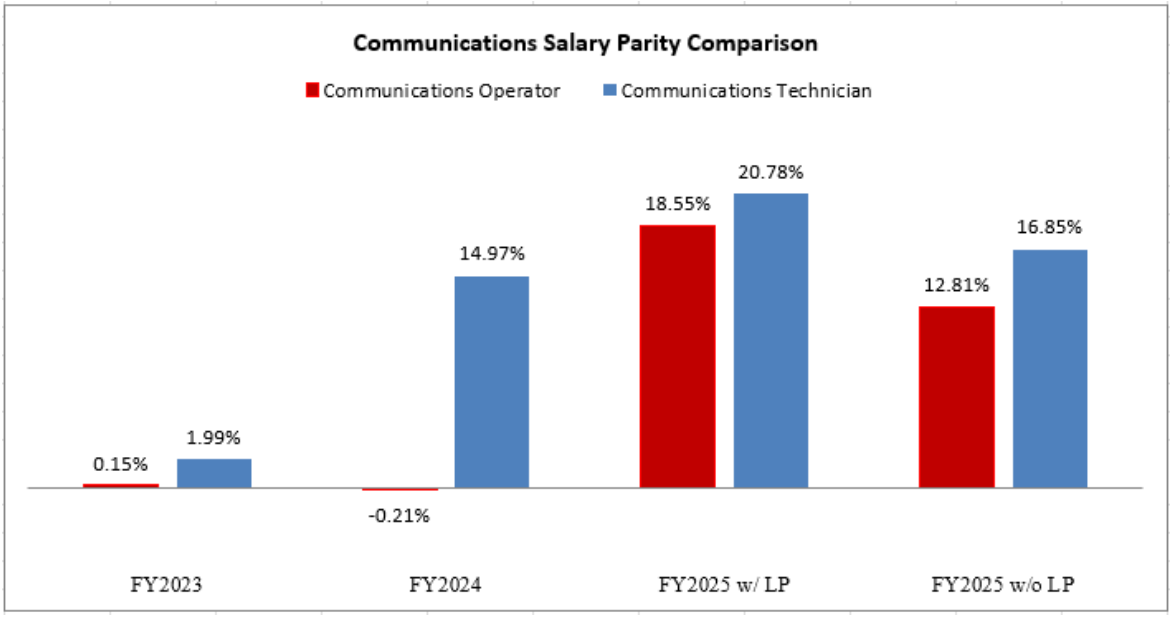
The FY2024 Patrol communications operator turnover rate is 15.49%, which is lower than the reported FY2024 turnover rate of 17.08%. The turnover rate for communications technicians remained at 0% for FY2025. As mentioned previously, competitive compensation is a critical factor impacting the Patrol's ability to effectively recruit, select, and retain a diverse and qualified workforce for communications personnel.



	FY2023	FY2024	FY2025 w/ LP	FY2025 w/o LP
Communications Operator Parity	0.15%	-0.21%	18.55%	12.81%
Communications Technician Parity	1.99%	14.97%	20.78%	16.85%
Communications Operator Turnover	6.35%	17.08%	15.49%	15.49%
Communications Technician Turnover	0.00%	0.59%	0.00%	0.00%



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CONCLUSION

Continued parity and future salary progression require constant awareness and salary adjustments, to include cost of living increases, to ensure competitive salaries. Adjustments made in previous fiscal years, as well as recent appropriations, to include February 1, 2025, member and communications pay grid compression and redistribution of compressed pay within the grid; temporary longevity pay salary adjustment; and July 1, 2025, 7.8% GSA for members and 1% GSA for communications personnel, have assisted in closing the parity gap. Patrol members' parity is 10.06% ahead of the law enforcement agencies surveyed, and Patrol communications operators are 18.55% ahead, while communications technicians are 20.78% ahead. Consideration must be given to the unique nature of the duties associated with communications personnel, which leads to a lack of comparable positions and salary data. The current environment surrounding law enforcement careers may have an impact on current and future parity and turnover rates. Competitive compensation remains a critical factor in the Patrol's ability to effectively recruit, select, and retain a qualified workforce.